



SUB-CONTRACTOR MANAGEMENT POLICY

Bio-Cycle Solutions Ltd. has developed “partnerships” with key organizations with whom like us, is committed to the delivery and continuous improvement of their performance in Health, Safety and Environmental matters.

All Subcontractors must qualify based on our set health, safety and environmental standards prior to entering any business relationship with us, servicing our clients. Their policies, procedures and programs must align with that of Bio-Cycle Solutions Ltd. Each Subcontractors safety performance, incident and injury experience as well as other operational factors will be evaluated annually to establish sustainability for future projects.

Subcontractors will be responsible for:

- ❖ Submitting their Health, Safety and Environmental Program;
- ❖ Submitting a valid WCB clearance letter;
- ❖ Submitting proof of Insurance with a minimum of \$5 million dollars in liability, with Bio-Cycle Solutions Ltd. being listed as additionally insured.
- ❖ Submitting completed Hazard/Field Level Risk Assessments when applicable;
- ❖ Providing all training, certification;
- ❖ Reviewing and complying with the Subcontractor Management Program and;
- ❖ Cooperating with Bio-Cycle Solutions Ltd. Safety, Management and Operations.

By entering into a contract with Bio-Cycle Solutions Ltd., Subcontractors will ensure they are conducting themselves to meet Bio-Cycle Solutions Ltd. safety policies, expectations, and standards; failure to do so may result in suspension of work.

Mark Grunert;
VP of Operations